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Good afternoon, everyone, and thank you for joining us on our International Brotherhood of Teamsters COVID-19 update for affiliates. To get us started this afternoon, General President Jim Hoffa. Mr. Hoffa?

Jim Hoffa:

Well, thank you, everybody, for joining us on this call. This is our 11th week that we've done this, and I think you've been very productive, and it reunites us at a time that we can't be together. You know, normally, we would have had the unity conference. We would have had many, many meetings that traditionally brings brothers and sisters of our union together. So I miss everybody, and I hope we all miss each other to have to work this way.

But it is working and we're working very hard to make sure that everybody's in contact. And we said before, our directors and our division heads are reaching out to everybody in their division so everybody knows what's going on at the international level, the local union level, and anyway that the IBT could help local unions or joint councils. I think it's absolutely an essential that we do that do that during these difficult times.

And it's also important we share what's going on with regard to the virus, the thing that's keeping us apart, so we know as much about that and you know about some of our new initiatives. And you hear from Teamster leaders around the country that are doing different things that might give you insight into what's going on in your area, and it's interesting to find out what's going on in areas that might be re-opening.

As everybody knows, right now, we're at an interesting part because the states are starting to reopen. Fifty states in all different ways are slowly reopening. It might be a mall. It might be, you know, just something to do with gardening, or it might be restaurants. Different people are at different paces with regard to re-opening. But I do find that the re-opening is very important because it's going to be putting our people back to work. I just noted that Disney World thinks we're gonna reopen on July 11th. And that's certainly interesting because we have thousands of people that work at Disney World.

So these are the kinds of things we should talk about or know about. I know we all read the papers every day. We're up-to-date on what's going on. But I think these are important. The other thing I want to announce is that we're going to go to a biweekly setting. We're gonna make and do this call every two weeks because, you know, I think we want to keep on top of this. But,

you know, we're going to basically go to a bi-weekly call, and I think that will be very, very helpful. Now if there is an emergency or something, we will meet a lot earlier and we'll do that if there's any type of an emergency that comes up, and we'll make sure to do that.

We'll also make sure that we have a good program, and we have new challenges and new initiatives that are going on. Everybody knows of certain problems that we've had with regard to, you know, it's been spotty, but overall, we've worked very hard with their employers to make sure they provide PPE, to make sure that they're getting masks, and gloves, and hand sanitizers, and making sure the place of work is clean. Making sure the trucks and the driving are clean.

And that's part of our job to do that, and we've had a number of people that have talked about, you know, what they've accomplished. And it's good for us to know that because then you can learn and say why don't I try that in my local with regards to some of the people here? And we've got some guests out here that are going to be very interesting to talk about what's going on around the country.

We have our casino and trade show director Tommy Blitsch on board from Las Vegas, and he's going to give us an update on what's going on in that area. Everybody knows that's an area that's been particularly hard hit because, you know, people are not traveling. They're not going to casinos. A lot of trade shows have been cancelled. We know on the Teamsters, we canceled a lot of events that normally we would have had. We're also going to have Steve Mack and Bob Lennox on.

And everybody knows that Steve is our trade show, our trade division director. And the assistant director is Bob Lennox. And they're gonna be talking about the Hertz bankruptcy. I know many of you saw that Hertz filed for bankruptcy on Friday. We have over 5,000 members there. And I know you're gonna want to know what we're doing to try and make sure we take care of them. We're going to hear from Iain Gold, who is our strategic research and campaign director about certain initiatives that he's working on. And we're also going to hear from LaMont Byrd, who gives an insight on what's going in the everchanging idea of what we're doing with regard to keeping our places safe, keeping our job site safe, and what can be done with regard to what's the government doing with regards to new OSHA standards and things like that. And we also have a special guest who's going to be talking about

food production and public health. He's an expert. His name is Keeve Nachman. He's from the Johns Hopkins University. He's gonna be talking about what we can look in our livable future, and what this impact means to us now and what it's going to mean in the future.

So that's a lot of things to listen to. I think it's going to be interesting. I'm very interested in what's going on here and I know you are too. So let's get on with our agenda. I'd also like to start by having our Secretary Treasurer Ken Hall tell us what's going on. Ken?

Ken Hall: Well, thank you, Jim. And good afternoon, everyone. Well, it's been almost three months since our world's been turned upside down. Although we're all happy to see some sense of normal come back, it isn't without risk to all of us and our members. If we aren't vigilant, there will be second wave and we'll be right back where we started. So I urge you to take precautions yourself, and police our employers to make sure they're providing necessary safety equipment and adhering to best practice protocols.

Unfortunately a crisis like this also brings out criminals who speak to exploit the situation. I want to make you all aware of a scam that's been making the rounds. In fact, we've even seen at the IBT. Criminals are stealing Social Security numbers and filing fraudulent unemployment claims hoping to cash in on the crisis. Sometimes they file claims on behalf of people who are still employed, and sometimes it from behalf of someone who's been laid off.

This can lead to someone either not being able to follow a legitimate claim after being laid off, or be accused of filing a fraudulent claim because they're working. But please be on the lookout of your locals for this. Employers should read claims carefully to make sure the claimant is who they say they are. Any member who's a victim needs to take the same precautions and actions as if their identity has been stolen. This includes calling banks, filing reports with authorities, etcetera. Hopefully you and your members do not encounter this, but it's important to be aware of it.

And before I hand this over, I wanted to give a shout out to Pam Turner and her department. Her Titan folks who've been doing a lot of work over the past few weeks, and are doing a good job of keeping up with system. So thank all of you for getting all these calls over the past ten weeks, and I look forward to talking with

you in two more weeks from now. So now I'd like to turn the call over to Francois Laporte, president at Teamster Canada.

Francois Laporte:

Thank you very much, General Secretary Hall, General President Hoffa, to my American and Canadian sisters and brothers who are on this conference call. Good afternoon everybody. This week, my report was parked on a sad note. Earlier this week, we've learned that the brother Val Neal, former secretary treasurer of paternal local 938 and also former national director of the package division passed away.

Val is a Teamsters victim of COVID. It's not my intention to expand on his carrier in our union. Details can be obtained by visiting the Teamsters Canada website. However, would like to express our most sincere condolences to his family and friends. This week, let's talk a little bit about the Canadian economy. But before I start to talk about the economy, an interesting announcement that was made by the Prime Minister Justin Trudeau earlier this week.

The provincial government and the federal governments are now considering to implement to every worker across the country, a ten-day pay sick leave for every worker across the country. So that's a concept that is on the table right now. A discussion will take place between the various jurisdictions, but this was something that was very welcome by the labor movement. Let's talk about our economy. It's nice to see that the construction sector, residential, industrial, and infrastructure sector is back to work.

Again, we are making sure that safety and sanitary measure are applied. The unions, the labor movement can play a major role ensure the safety of the workers in the construction industry. The retail industry is also gradually reopening. And next week, we expect to see some announcement regarding tourism, hotel, restaurant, national park, camping, and many others. Remember that the two major centers of contagion in Canada are Montreal and Toronto, and many restrictions still apply for those two cities.

Membership-wise, our membership have been affected in Canada, but **to less** than anticipated which is very good news. As General President Hoffa mentioned last week, hundreds of thousands of our members are working across North America. In Canada, 90 percent of the Teamsters job are considered essential, and that this is a good news. However, we've had some local union in very

specific industry who are more affected than other, and also they have been affected by layoffs and furlough.

In my previous report, I talk about the freight industry, about the package, about the school bus, food processing, dairy, bakery, nursing and long-term care center. This week I would like to emphasize of the movie industry. Local 155 is the largest movie local in Canada. The local union has been badly hit membership-wise by the crisis, however, in the like, they're returning to work phase three, which means we're talking the period between June and September.

Local 155 principal officer Lorrie Ward along with other union reps in the industry, they are working very hard to develop a white paper and guidelines to be submitted to the government of British Columbia. The Teamsters 155 and Teamsters Canada are committed to ensure the safety of our members in that movie. Lorrie Ward is in constant communication with the IBT director Tom O'Donnell regarding issue around COVID-19.

Before I conclude, I want to say a few things about my two colleagues Ted Stan Hennessey and Craig McInnes, who are international vice president. I want to thank them for their constant contribution to my report. We are in constant communication every day, and they are feeding me about what is going on in their respective region. And I want to mention their contribution. So that concludes my report. If you want to have more information, don't forget to visit the Teamsters Canada website, and also visit Teamsters Canada on the various social media. And now I would like to introduce the IBT safety director, LaMont Byrd. Thank you.

LaMont Byrd:

Thank you, President Laporte. Good afternoon, everyone. I'd like to provide you with a brief update on health and safety-related issues concerning our response to the COVID-19 crisis. The pandemic continues. According to yesterday's data, the number of US deaths due to COVID-19 is over 90,000. And there are over 1.6 billion cases of COVID-19. The number of cases grew by nearly 25,000 cases from day before yesterday. And as I noted during last week's call, researchers estimate that there will be over 100,000 COVID-19-related deaths by the end of May. It appears as though their predictions are correct.

As General President Hoffa indicated, all US states are in some phase of reopening. At the insistence of our union, many of our employers are working to ensure that CDC guidance and other best practices with specific industries are being implemented, but there

continues to be widespread problems. The Safety and Health Department continues to receive calls from locals that report increasing cases of COVID-19 in various work establishments where our members are employed.

As I reported last week, the Safety and Health Department staff is developing strategies and tools that our local unions can use to reduce the risk to our members as the country and various businesses reopen and members return to work. We are finalizing the development of those tools and related information, and it'll soon be available on the IBT webpages for your view and use. There continues to be a significant concern about the impact that the pandemic is having and will continue to have on our supply chains.

There's been much discussion about how COVID-19 is impacting on our food processing, meat packing, and warehouse workers. But in addition to those workers, truck drivers also critical supply chain workers, and they work in virtually all of the supply chain industry sectors. Commercial drivers typically travel long distances and interact with clients and social contacts across a wide geographic area. Driver health studies show that commercial drivers on average are an older demographic. They experience elevated exposures to environmental pollutants.

A large percentage of drivers smoke cigarettes or use other tobacco products, and experience high rates of obesity, hypertension, and diabetes. Studies also show the drivers have limited access to healthcare while on the road, and infectious diseases frequently spread among long haul drivers and those that they come into contact with. That being said, there is a research team from the University of Houston, Texas A&M, and the University of Central Florida. And they recently conducted a study on how truck drivers operating in a pandemic could impact on supply chain, road safety, and public health.

The researchers concluded that researchers need to gain a better understanding of the relationship between the geographic areas covered by drivers, their interactions with clients and social contacts, and how those factors contribute to drivers acquiring COVID-19. The researchers need to gain a better understanding of how health disparities evident among commercial driver's contribute to a driver's vulnerability to COVID-19 relative to infection, illness, and death.

And the disinformation once it's obtained can be used to develop policies to better protect the driver health, improve driver safety performance, and protect supply chain during a pandemic. As I wrap up, department staff will be in contact with research teams to possibly assist them in identifying cohorts of drivers to study. We think this is very important to get this kind of information.

In addition, we're in discussions with federal health and safety research organizations such as the National Institute for Occupational Safety and Health to discuss the needs that transportation members have to enable them to perform their job safely doing the pandemic. And again, I'd urge you to visit our websites, Teamster dot-org forward slash COVID-19 for more information and encourage you and your members to do the same. Thank you. I'd like to now introduce Tommy Blitsch, director of the trade show and casino division. Tommy?

Tommy Blitsch

Thank you. Good afternoon, everyone. General President Hoffa and General Secretary Treasurer Ken Hall, thank you for allowing me to speak today. I'll try to keep it under three minutes. You know, Las Vegas was hit hard by COVID-19, and over the last two months, we've seen the last Vegas strip in the downtown areas, close down here in Las Vegas. Our governor, who we helped get elected, Governor Sisolak has been very proactive in setting the data down and trying to contain the spread of the virus and reopening.

I'm happy to announce on June 4th, we're gonna start phase two of our reopening of the city, which is going to include gaming. Early indications is that the gaming will be opening in a phased fashion. But today, it was announced the MGM Grand, the Bellagio, New York-New York, Caesars Palace, and the Flamingo are the first to announce that they will be opening in some type of fashion using PPE and so on and so forth, here very soon which is very good news.

We've been able to contain the virus and the spread and it's time to open back up here in Nevada. At the international, we've been on the convention side, we have been participating in some of events and coalitions that center in and around convention and trade shows not only in Las Vegas, but the entire country. The go live event is getting bigger. **ESKA** has kind of a coalition that is putting together measures, and so was the EACA.

It is kind of interesting as we deal with companies like UPS and Republic really are not putting their best foot forward with PPE

and safety measures. All of the convention exhibitors, facilities, companies are making safety the first priority when we do start to see trade shows and conventions reopen. There has been some very good feedback proposals, kind of figuring out how conventions are going to be in the near future and moving forward. And as a union, seeing these entities stress safety, whether it's Facemask, sanitation stations, spray downs, kind of impressive that that they're thinking of their employees, their exhibitors, and our members first.

I'd like to encourage, you know, going through the list on the Go Live, there's every trade show company in America that has signed up to the Go Live event. And every major facility, trade show facility, Javits, McCormick Place, the LBCBA. I'm going to reach out to some of our directors because I'd like to see UPS, UPS Freight, ABF, Wire C, and Reddaway sign onto the coalition. Because I think it shows a huge teamster presence, but it also could help them with future business.

Thankfully we haven't seen any of the nonunion entities and those industries sign on. So I want to reach out to Chris and Dennis, and perhaps get a contact person at those companies to get them to sign on that. There's no cost, but I think that showing our teams or contractors are fully engaged and getting an industry up and running is key. With all these things that we've been doing, we have pretty much figured out how we're gonna do things, and the way we're going to do things. The one answer we don't have is when.

There's going to be a first trade show, or convention, or somewhere. It seems to be right now looking at the calendar that the Republican National Convention, I believe it is in August, maybe the first large events for trade shows and conventions, which is scary in itself. A great test group to do our first shows on. But people follow the leader. And if the leader is not providing PPE and wearing masks, and doing the right thing, those that are in attendance will follow with the leader does.

And our fear is that if they don't do the show right in August, and they try to make it a political statement, where obviously face masks are now a political statement and not a safety statement, it could devastate our trade shows and conventions industry for another year if things go back. So we are going to work with those local unions in those areas where the show is going to take place. It was originally supposed to be in North Carolina, but it looks like they may be changing venues.

But the unions want to make sure that we do all that's possible to have a safe environment because that one event could lead to very successful future events for our members, or it could lead to a disastrous event which could harm our members in the long-term. So in closing, I want to say thank you. I really enjoyed participating in these calls. If anybody has any questions, or concerns, or input, please feel free to call me. I'm now going to turn over the phone to Steve Mack, Bob Lennox, and Iain Gold, who are going to talk about Hertz.

Steve Mack:

Thank you, Tommy. First, I want to thank General President Hoffa and General Secretary Ken Hall for the opportunity to make a report. And I want to start that by saying the leadership of Jim Hoffa with regards to the Hertz bankruptcy has put all the resources at the IBT level behind this separate with the objective of protecting our wage rates for our members and our health benefits.

The good news is in the bankruptcy pinene, the company is on board with that. Ultimately, the court will make a decision on what that will look like. And so they're early in the process. There's a hearing which is being monitored by us, and we will be talking amongst ourselves tomorrow. Once we have more information, we will be holding a call with all the car rental companies, but we want to have a little more information before we do that. In the meantime, any local union can reach out to Bob or myself, or our office, **Ebony**, and we will respond to you.

We have calls daily from local unions which we address, and we're spending an immense amount of time trying to work through this process. It is unknown and never any of us could have never imagined this was going to come to this. But we will keep people up-to-date when we have more information. We will be having call update as soon as we find out what the bankruptcy court is going to do.

And for future comments, I'm going to turn it over to my working partner Bob Lennox that has the largest Hertz membership by far many local in the country, and he and I've been dealing with the company for some 35 years or more. Bob Lennox?

Bob Lennox:

Yeah, thanks, Steve. Welcome, everyone. Yeah, I'd just like to fill in a few spots for Steve and to share with everybody. Regarding the bankruptcy filing, they did mention to us on Saturday when we had in-depth calls with Hertz management that they were going to protect filing the initial motion to protect the wages, and

conditions, of labor agreements. So they did in fact file that motion which included that.

There was an issue, a possible issue that was pointed out by our bankruptcy attorney today that there could be a gap in the payday this week depending on what day the accounts are cleared for the payroll to out. However, on Saturday, we discussed this issue with Hertz, and they prefunded the payroll for this week. They transferred all the funds to ADP, and all employees, all of our members will be paid on the regular payday this week. So not to worry about that.

Going forward, I've had some additional conversations with Hertz management today even, and they're telling me that it's going to take them probably three to four weeks for them to put together a comprehensive restructuring of the business plan. So until they have that plan completely ironed out by their top management, then they want to start discussing that with the unions and working out a framework for going forward to this bankruptcy process. Until we actually have that detailed information, it's going to be pretty sketchy between now and then. But everything will continue, everybody will continue working, reporting to work. Wages and benefits will be paid in the interim. And I look forward to working with a fantastic team that President Hoffa, Steve, and Iain Gold have assembled. I'm really impressed. And it's been fabulous working with everybody. Iain?

Iain Gold:

Thanks, Bob. And thanks, Steve. Yeah, so I just wanted folks to know a couple more details. You know, unfortunately, we've been through a few of these bankruptcies recently. This is actually the fourth one involving, you know, more than a handful Teamster locals and at least 1,000 members. You know, pre-COVID, our bargaining units represented about 6,000 Hertz employees across 50 different local union. And most of those agreements are individual agreements. So, you know, there's a vast number of bargaining agreement between our locals and Hertz.

A couple of key points. As Bob was alluding to this, this is a Chapter 11 bankruptcy which is where the company seeks to reorganize its existing capital structure. For folks may know Hertz was a very heavily leveraged, so they had a lot of debt. In a downturn like this, high level debt is tough to manage. It leaves very little room for operating error, and obviously the COVID situation and just the shutdown of the travel industry is a significant hurdle to overcome even for that well-resourced companies.

As Bob and Steve, you know, we jumped on this right away. We have bankruptcy counsel bankruptcies. The first few weeks moved pretty quickly. There's lots of motion things that we need to be on top of. And we'll also have to be collecting potential claims on behalf of our members from each local union and get things like that filed. So we have a process. We'll discuss all that in more detail when a call gets scheduled. And my sense is that'll probably be early next week after we collect more information. And the other way we communicate, and especially now on this day and age with everybody working – most of us working remotely, the division has been very good.

Ebony in the office has been calling around collecting contact information. So at some point, the initial email went out to the principal officers and other contacts we had, and we'll be building that list out. So if folks need to be on that, please contact the division and we'll add you to that information going forward. And then we're also working with our communications department to build a section on the Teamster dot-org website likely called Hertz Bankruptcy, and that'll be a prominent feature where members can go and local unions can go and find some of the latest information or news stories. But again, we'll go over that stuff in more detail.

When we kicked off, General President Hoffa mentioned that I'd be speaking on a couple initiatives we have going. So in addition to supporting, you know, financially distressed companies, or in this case a bankruptcy, I'm not going to transition from this crisis to another one. And you've heard our division directors across what we're sort of labeling our Teamster food supply industry, so that's beverage, bakery, and laundry, food processing, and dairy, and warehousing.

Over the last couple of months since pandemic hit, there's been one news story after another of an outbreak at critical points in our food supply chain, whether it was warehouse workers or the meat packing industry. And so we've done calls with many of the locals within these divisions, and it was determined that we need to lift up these workers' voices and enable them to speak and say we need holistic solutions at every level of government, whether it's federal and federal agencies, or state and state agencies, or local authorities, and employers to come together to find a solution to best protect workers that have to work in these industries and keep America fed.

And so what we have laid out, and you heard the general president talk about this last week is that we're going to do a day of action on Wednesday, June 3. And I would just like to thank for the 35+ local unions that have committed to doing an action pre-shift, a pre-work shift action, or after work shift, just a short little demonstration. We're shipping out banners and placards to each of these locations. We want a nice visible demonstration. And we're gonna be talking about the importance of protecting workers across the Teamster industries.

And just to build on our event, today, we wanted to highlight that Johns Hopkins University released the policy brief on the best way to protect workers in the food supply chain against COVID-19. So this is an excellent document. It provides local unions with a framework for demanding protections for our members in the food supply chain. Now while the expertise of the authors are in the food supply chain, many of these recommendations can be adopted or applied in our other essential industries. I would now like to turn it over to Dr. Keith Nachman. He's the director of the food production and public health program at Johns Hopkins Center for a Livable Future, and he's going to discuss the brief that was published today. Dr. Nachman?

Dr. Keith Nachman: Thanks again for the terrific introduction, and thanks to General President Hoffa and the IBT for having me today. It's really an honor to be able to speak to you today. So today, as Iain mentioned, some colleagues and I at the Johns Hopkins Bloomberg School of Public Health released a policy brief calling on all levels of government and employers to take measures needed to protect food and agricultural workers during the COVID-19 pandemic.

We've posted that brief on our website, and I've directly with policymakers, a number of reporters, and groups advocating for better worker protections. And what we're hoping is that our calls for these protections are going to translate into real changes being implemented on the ground. And after all, we're well aware of how critical you are to the nation's food supply, and thus our well-being overall. We really owe it to you to do everything we can to ensure your work environment safeguards your health.

So I just want to take a moment to summarize what we say in the brief and share, and the key recommendations for protecting the safety of food and agricultural workers that we present in that brief. So as everyone on this call is well aware, US food and farm workers are working on the front lines during the COVID-19 pandemic, and the really the backbone of our food supply. And

taken together, they represent the largest employment sector in the nation.

And we are seeing reports of widespread coronavirus outbreaks throughout the food supply chain. Farmworkers and slaughterhouse workers in particular have been hit especially hard. And even before the pandemic, slaughterhouse workers faced hazardous working conditions and elevated risks of injury and illness. And so now with the virus, they're facing additional threats of their health. On top of that, the conditions for many of these workers maybe making it easier for the coronavirus to spread.

So for example, employees often have to work in close proximity to one another, and they're often required to work for a long shifts doing physical labor at high speeds, which can make it really hard to follow facemask protocols and other PPE protocols so we owe it to all food supply chain workers to ensure they're provided with the best possible protections against the coronavirus.

So what can we do about it? Well, we, the Johns Hopkins Center for a Livable Future, along with colleagues at the Hopkins Education Resource Center, and the Department of Environmental Health and Engineering have jointly provided a set of recommendations for protecting food and ag workers. These recommendations are really aimed at policymakers, employers, and labor unions, like the IBT. They're based on principles established by the Centers for Disease Control and Prevention, the Occupational Safety and Health Administration, the World Health Organization, and other leaders in public health like the American Public Health Association.

Our recommendations cover four primary areas: shield, test, trace, and treat. And I'd like to just take a moment to explain what we mean by each of those. So shield is concept is based on something called the hierarchy of controls, which was established by NIOSH, or the National Institute for Occupational Safety and Health at the CDC. That hierarchy has five categories of workplace protections, and ranks them in terms of how well they work to safeguard worker health.

The specifics of these five categories are really going to depend in their implementation on the context. For example, farmworkers like need very different protections from supermarket employees. Acknowledging that there's really no one-size-fits-all solution, I'm going to share some examples of what these categories might look like in practice. So for that framework, the first two categories are

eliminate or replace the source of the workplace hazard. Unfortunately, neither of those are really possible yet in the case of the coronavirus, but hopefully we'll have some other alternative solutions there soon.

In the meantime, the remaining three categories so we're going to focus our attention, and they form the basis for our shield recommendations. They are number three, engineering controls, which means we configuring the work environment. For slaughterhouse workers, for example, this would mean providing adequate distance between workers to minimize the likelihood of spread. It could also mean things like installing physical barriers between workers. If working long hours at high speeds is making it harder for workers to maintain a safe distance or to keep their masks on, employers might need to slow down those line speeds.

Number four is administrative controls, which would entail encouraging safe workspace behaviors. This might include staggering arrivals, breaktimes, and departure times to keep workers from having to congregate in large numbers. Finally number five on the hierarchy is personal protective equipment, or PPE as everyone's calling it. Employers must provide workers with the appropriate PPE, such as face shields, gloves, and masks, and many other options. And we know that one mask for the duration of a long shift might not be enough because over time, it can get soil from working on lines for example.

So moving onto our next recommendation, tests means prioritizing workers for regular COVID-19 testing. We know very well that testing is particularly important because some people could be carrying COVID-19 without experiencing symptoms. So testing was really, really critical. And then our next, as a supplement to testing, we also encourage screenings, such as by checking the temperatures of workers as they enter a facility. And that can help identify people who are already starting to have symptoms.

The next major step is trace, which means contact tracing. So when a worker is found to be infected, state and local health agencies need to be able to identify other people who may have had contact with that person and who have been exposed, and must notify them to help limit the spread of the virus. Those agencies will require the necessary resources and training for contact tracing, and employers need to lend a hand with contact tracing too. And of course we need to make sure that they maintain worker confidentiality, particularly for undocumented workers and their families who may be at increased risk for deportation.

Finally, treat, the last step, means when a worker shows signs of infection, they're sent home and taken care of. So we need to ensure that infected workers don't return to work until it's safe for them and their coworkers to do so and we need to make sure that they're provided with access to healthcare and financial support to allow them to actually spend that time at home in quarantine. Employers should ensure that COVID-related health care costs are waived and should allow for flexible sick leave policies to protect workers.

So in addition to these measures, ongoing monitoring and evaluation is extremely important to gauge the effectiveness of what we're doing, and that monitoring will inform any needed course corrections and safety plan as appropriate. Taken together, these recommendations are an opportunity for policymakers, labor representatives, and employers to act swiftly on behalf of our nation's food and agricultural workforce. Thanks so much for your time today. I really appreciated speaking to you.

Female: General President Hoffa, would you like to close the call?

Jim Hoffa: Yes, I will. And thanks, everybody for being on this call. I found it very, very informative. We can all learn so much about what's going on and we face a particularly challenging time now as we start to re-open our economy state-by-state, each state is different. In Michigan, or Illinois, or New York, or California, it's all a little bit different. But I think the most important thing is let's not get overconfident. Remember to wear your mask where appropriate. Make sure that you use hand sanitizers.

As we get down, some of us will start to, you know, lower our guard. We don't want to go backwards. We've come a long way. This has been a long 11 weeks, and you know, we're getting through it, and hopefully we can re-open and do it with a minimum of any new diseases breaking out. But I think it's important not to become overconfident, and let's make sure we keep on abiding by the rules that we followed for the past 11 weeks. So until we get together again and again, we're going to be doing this biweekly, unless there is an emergency, and hopefully that won't happen.

We will be talking to you again. We're always available to talk to everybody. We get a lot of calls here. And I miss everybody and I know we'll be together soon. And until that time, stay healthy, stay safe, and stay Teamster strong. Thank you.

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